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HB 2

Aaron Hillman

From: Aaron Hillman [ahillman@specfit.com]
Sent: Friday, February 15, 2013 5:20 AM
To: 'Furniss, Patti'
Subject: OJT testimony

Hello my name is Aaron Hillman. I work for Specified Fittings. We are a company that opened its doors in 1997. We were originally based out of Bellingham Washington. Specified started with a handful of friends and colleges that believed they could create a company that would represent quality, service, and value. From that modest beginning Specified Fittings has established itself as one of the major manufacturers of plastic pipe fittings in North America. Two Years ago through a closed auction we acquired the assets of a small production plant in Stevensville Mt. At first the plan was to move these assets back to our Washington facility. Once realizing the many benefits that Montana had to offer the decision was made to set up a second production plant here.

One of the major concerns for the move was hiring and training of new employees. With over 150 employees based in our Bellingham facility, we were still hiring on a weekly basis. So it was extremely difficult to pick up and move multiple employees to Montana, So hiring local was a huge necessity. Once over her I hired four employees to help clean up and start the grueling process of putting together a second production plant.

After a couple of months the demand for product from our plant was rising quickly. This is when I was introduced to the lovely ladies at the Hamilton job service. They started to tell me about this on the job training program. Seemed like a perfect fit for our company. Within a month or two I had six new hires, four of them through the O.J.T program. Several months later I was informed that they had more funds available. Jumping at the chance I enrolled several more employees through the program. In the past two years we have had over fourteen enrollments. Twelve of them still a curtail part of our company. Several in foreman type positions.

There are several benefits from the O.J.T program. Being a specialized production facility in plastic pipe fittings it is extremely difficult to find job applicants with any knowledge let alone work experience. We spend anywhere from 3 months to over a year training new employees. The goal is to find energetic, goal oriented employees. Having the O.J.T program as a financial backer during this time is a huge asset. Having a little extra cushion there I feel that the employees get a more thorough job training. This not only helps production, but the safety factor is highly effected. The applicants I get sent up for interviews are not new to the work force. Many of them are foreman, lead men, and supervisors from mills and other plants that have been shut down. Many of them have been with their previous employers for many years. Even though they have no experience in the plastic pipe field, the work ethic is already there.

Not only have I been able to fill production positions, I have been able to create more positions in our machining and manufacturing department. Our head of this department is a graduate of the O.J.T program. He has been a machinist for years before coming to work for Specified. Even though he has all sorts of experience he had never dealt with the plastic end of things. Once ran through the program he has been one of the key components in the success of our business. He now is currently training new hires through the O.J.T program.

This program is not just for the production end of our business but also the office end. One of our in house sales guys also enrolled in the program. He has been with us coming up on two years and is one of our top rated sales men. Next week we start our new office assistant, also enrolled though O.J.T.

I am extremely thankful for the assistance we have received from the program. We have over 24 employees at our Stevensville plant now, half of which are O.J.T. With the rise in demand for plastic pipe fittings we are always looking to expand our business. It would be my pleasure to continue working with O.J.T through the continued growth of our business.

Thanks, Aaron Hillman

Plant Manager.